



Trinity Health Retirement Savings Plans

Information for new colleagues

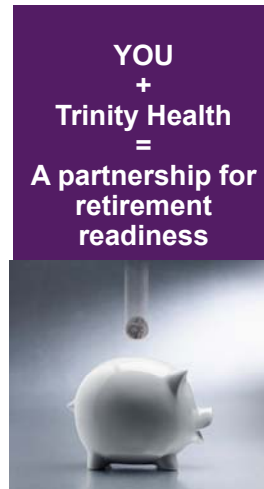
Welcome to Trinity Health and the Trinity Health 403(b) or 401(k) Retirement Savings Program.

Retirement planning is a critical piece of your future financial success and security. Trinity Health offers a competitive retirement program for their colleagues, making available to you an important tool for planning toward retirement readiness.

During this session, you will find that Trinity Health and Fidelity have taken an often complicated and confusing topic, and made it as simple as 1-2-3. Going forward we will refer to the Trinity Health 403(b) or 401(k) Retirement Savings Program as the "Plan."

The Trinity Health Retirement Program...

- **A partnership between you and Trinity Health to provide a meaningful retirement benefit**
 - Fidelity Investments® suggests a savings rate of 15% of your income into your Plan, in order to have a good chance of meeting your goals by the time you reach retirement. This amount includes both your contributions and any employer contributions.
 - Allows colleagues to contribute a percentage of their pay to help prepare for retirement
 - Employer contributions, plus colleague contributions of 8% provides savings between 12.5% and 15.5% of pay depending on years of service.



This workshop only provides a summary of the main features of the Plan, and the Plan document will govern in the event of any discrepancies.



The Plan is a partnership between you and Trinity Health to provide a meaningful retirement benefit. Fidelity suggests saving at least 15% of your annual pay in order to prepare financially for your non-working years. This goal amount includes both your contributions and any employer contributions. In this plan, Trinity Health makes contributions to your retirement and when these are combined with your contributions of at least 8% of your annual pay, the total savings going toward your retirement goals will be 12.5% - 15.5% of your pay depending on your years of service.

How the Plan works... It's as easy as **1 + 2 + 3**

1. Employer Core Contribution

2. Colleague Contributions

3. Employer Service-Based Matching Contributions

The employer core and service-based matching contributions will be made for eligible colleagues to the Plan

Core and matching contributions are subject to plan vesting requirements. Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.



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All colleagues may contribute to the Plan whether full –time, part-time, or contingent.

Eligibility for Trinity Health matching or core contributions to the Plan depend on hours worked and years of service.

Eligible colleagues will receive an Employer Core contribution, regardless of whether a colleague makes pretax contributions to the Plan.

Eligible colleagues will also receive an Employer Service-Based Matching contribution from Trinity Health, if the colleague is contributing to the Plan.

How the Plan works... It's as easy as 1 + 2 + 3

1 Employer Core Contribution

- For eligible colleagues, the Trinity Health Core is an annual contribution of 3% of your eligible compensation or \$1,200*, whichever is greater.
*for full-time colleagues, pro-rated for part-time and those hired mid-year
- Trinity Health will contribute the core contribution to your Plan once you have worked 1,000 hours in the calendar year.
 - The first contribution will be based on YTD pay or the applicable minimum core contribution, whichever is greater.
 - Subsequent contributions will be made following each pay period, up to 3% of YTD eligible compensation or the applicable minimum core contribution, whichever is greater

Core contributions are subject to plan vesting requirements. Descriptions of Plan features and benefits are subject to the Plan document, which will govern in the event of any inconsistencies.



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The employer Core is a contribution to the Plan for eligible colleagues that is the greater of 3% of your annual pay or the minimum core contribution.

For Full Time Colleagues, the minimum core contribution is \$1,200, and is pro-rated for eligible part-time colleagues, and colleagues hired mid-year.

Colleagues become eligible to receive the Core Contribution in any year that they are employed by Trinity Health and work 1,000 hours in the calendar year. Once a colleague reaches 1,000 hours worked in any calendar year, Trinity Health will make a contribution based on YTD compensation or the minimum core contribution, whichever is greater.

After the first Core Contribution of the year, eligible colleagues will continue to receive subsequent Core contributions shortly following each pay period, up to a year to date total of 3% of pay or the applicable minimum core contribution, whichever is greater. This continues until January 1 of the following year, when colleagues will again be eligible to receive the Core Contribution once they work 1,000 hours in the new calendar year.

How the Plan works... It's as easy as 1 + 2 + 3

1 Employer Core Contribution

Minimum Core Pro-rated for part-time colleagues	
Hours	Annual Minimum Core Contribution Amount
0 to 999 hours	\$0
1000 to 1399 hours	\$600
1400 to 1799 hours	\$900
1800+ hours (Full-time)	\$1,200



The Minimum Contribution is prorated and applied at 1,000 hours worked, 1,400 hours worked, and 1,800 hours worked in a calendar year.

For example, a full-time colleague who is hired in March would likely accumulate about 1,700 hours worked. In this example, this full-time colleague hired mid-year would receive the first Core Contribution at 1,000 hours, totaling either 3% of pay or \$600, whichever is higher. As they accumulate more hours worked and more compensation, Trinity Health will keep contributing to the Core, and at 1,400 hours, will have contributed the greater of 3% of year-to-date eligible pay or \$900. If they worked exactly 1,733 hours through December 31 of that year, they would not reach the final proration that year, and will have received the grand total Core Contribution of either 3% of pay or \$900, whichever is greater.

How the Plan works... It's as easy as 1 + 2 + 3

2 Colleague Contributions

- All colleagues can prepare for retirement by contributing through payroll deduction to the Plan including those who are part-time or PRN/contingent.
- The annual IRS limit for colleague contributions to all 403(b)/401(k) Plans is \$19,500 (or \$26,000 if age 50 or older) in 2020.
- Be sure to contribute at least 6% of your pay in order to maximize the Trinity Health service-based match.
- Learn what your contribution should be for YOU based on your age and current savings.



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As mentioned earlier, all colleagues may contribute to the Plan.

In 2020, the contribution limit is \$19,500. Individuals who turn age 50 or older in 2020 may contribute an additional “catch-up” amount of up to \$6,500, for a total contribution of \$26,000.

Keep in mind that contributing 6% of pay or more to the Plan will allow eligible colleagues to receive the maximum employer matching contribution.

How the Plan works... It's as easy as 1 + 2 + 3

3 Employer Service-based Matching Contribution

When eligible colleagues contribute to their own Plan accounts, Trinity Health will make matching contributions, with an amount that varies by years of benefit service.

Years of Benefit Service as of January 1 each calendar year	Employer Matching Contribution on percentage of Colleague Contribution	Trinity Health Contribution % if Colleague Contributes 6%
0 but less than 10	25% on 6%	1.5%
10 but less than 20	50% on 6%	3.0%
20 or more years	75% on 6%	4.5%

Contributions of at least 6% of pay will maximize the service-based match



Matching contributions are subject to Plan vesting requirements. Descriptions of Plan features and benefits are subject to the Plan document, which will govern in the event of any inconsistencies.

Trinity Health will also make matching contributions to Plan accounts of an eligible colleague who is contributing to their own Plan account.

These matching contributions vary based on years of service earned at Trinity Health.

For eligible colleagues who on January 1st of the current year have less than 10 years of benefit service, Trinity Health will make a matching contribution equal to 25% of what the Trinity colleague is contributing, and this matching is applied to the first 6% of pay contributed by the colleague.

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For eligible colleagues who have at least 10 but less than 20 years of service as of January 1st, Trinity Health will make matching contributions equal to 50% of colleague contributions, applied to the first 6% of pay the colleague contributes.

For eligible colleagues who have at least 20 years of service as of January 1st, Trinity Health will make matching contributions equal to 75% of colleague contributions, applied to the first 6% of pay that the colleague contributes.

How the Plan works... It's as easy as 1 + 2 + 3

3 When am I eligible to receive the service-based matching contribution?

- Colleagues who are contributing to their own Plan account and are:
 - Scheduled to work **1,560 hours or more** annually as of January 1st of each year (*or first day of employment for newly hired colleagues*), will receive service-based matching contributions shortly after each pay period in which they make contributions.
 - Scheduled to work **less than 1,560** hours annually as of January 1st of each year will receive service-based matching contributions shortly after the pay period in which they reach 1,000 hours worked during the calendar year.
 - First contribution based on YTD contributions.
 - Continue with each subsequent pay period in which you make contributions.

Based on
scheduled
hours as
of
January
each year.



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Trinity Health colleagues who contribute to the Plan will become eligible for matching contributions when they meet certain hours worked requirements. These hours worked requirements can be met in one of two ways.

Colleagues who on their date of hire or January 1st of each year have a budgeted status of 1,560 or more hours annually will receive matching contributions shortly after each pay period in which they make contributions.

Colleagues whose budgeted status as of their date of hire or January 1st of each year is less than 1,560 hours annually will receive matching contributions when they work and are paid for 1,000 hours of service in the same calendar year. Upon reaching 1,000 hours of service, Trinity Health will start making matching contributions, and base their first contribution on the colleague's year to date contributions and year to date compensation.

Once a colleague receives matching contributions, Trinity Health will continue making matching contributions according to the colleague's year to date pay and year to date contributions, with respect to the matching contribution level merited by their years of service as of January 1st of that year.

How the Plan works... It's as easy as **1 + 2 + 3**

Your partnership with Trinity Health provides a significant contribution towards your retirement.

Years of Benefit Service as of January 1 Each Calendar Year	Core Contribution	Service-Based Matching Contribution	Total Trinity Health Contribution	Colleague Contribution	Total Trinity Health and Colleague Contributions
0 but less than 10	3%	1.5%	4.5%	6.0%	10.5%
10 but less than 20	3%	3.0%	6.0%	6.0%	12.0%
20 or more	3%	4.5%	7.5%	6.0%	13.5%



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Now that we have explored the three main components of the Plan, let's review and summarize how the plan works together.

Trinity Health will make a Core Contribution to the accounts of eligible colleagues. Eligibility for the Core is earned in any given year when a colleague works 1,000 hours.

Trinity Health will also make Service-Based Matching Contributions to the Plan accounts of eligible colleagues who are also contributing to their own Plan accounts. The maximum amount of Service-Based Matching can be as much as 1.5%, 3% or 4.5% of pay, according to their years of benefit service.

Finally, colleagues may contribute to their own Plan accounts. Contributing 6% of pay or more will assure that eligible colleagues will receive their maximum Service-Based Match.

When totaled together, Employer Core, Service-Based Matching and Colleague contributions of 6% may total the equivalent of 10.5%, 12% or 13.5% of pay contributed toward the accounts of eligible colleagues.

How the Plan works... It's as easy as **1 + 2 + 3**

When are the Trinity Health contributions *YOURS*?

When you become vested.

- Vesting is a term used to describe the portion of your account balance that you are entitled to under the plan rules.
- One year of vesting service is earned once a colleague works **1,000 hours in a calendar year**.
- Colleagues will become vested in employer Core and Matching contributions after completing **three years of vesting service**.
- Of course you are immediately vested in your own contributions!



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Trinity Health Core and Service-Based Matching contributions are vested when colleagues earn 3 years of vesting service, or turns age 65 while working for Trinity Health.

Colleague contributions to the Plan are always vested.

How to get started? **It's automatic!**

- Newly hired or rehired colleagues will be **automatically enrolled** in the Plan at a contribution rate of 2% of pay.
- Colleagues may change their contribution level at any time after the first paycheck.
- Colleagues wishing to waive participation in the Plan *may opt out* within a 35 day period following the first paycheck.
- A notice from Fidelity Investments will be sent that describes the auto-enrollment, account access instructions and opt-out information.

Want to
maximize the
Trinity Health
matching
contribution?
Consider
contributing
6% or more.



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The Plan features Automatic Enrollment.

When you receive your first paycheck, your account will be established at Fidelity and a notice of automatic enrollment will be mailed to your home address.

Approximately 35 days after receiving this notice, contributions will automatically start being deducted from your paycheck at a rate of 2% of pay.

Colleagues may increase, decrease, stop or restart their contributions to Plan accounts at any time by contacting the service center, or by logging into their retirement plan accounts at netbenefits.com.

Next steps....



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If you have any questions, or would still like some help with doing all of this in the way that works for you, here are some great ways to take the next step:

Take action



Download the
NetBenefits® app
Text **Nbapp** for Apple devices or
Nbplay for Android
to 343-898



Set a goal with
tools & resources
on NetBenefits



Call **800-343-0860** for
general account
questions.
Call **866-715-5959** for
help with retirement
planning.



Message and data rates may apply. Get details at <http://pages.fidelityinvestments.com/smsee>.

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The first thing you should do is set up a username and password for your NetBenefits account, if you haven't done so already. You can do this at NetBenefits.com. If you have a username and password for other accounts (IRA, Rollover IRA, etc.) at Fidelity, you can use that same login information to access and manage all your accounts online on NetBenefits.

Colleagues may enroll in or change their Plan account by logging into their online account at netbenefits.com or by calling toll-free 800-343-0860. Representatives are available for general account support, 8:00 a.m. to midnight Eastern Time, Monday-Friday. For a more in-depth planning conversation, a phone-based Fidelity Retirement Planner can help from the start of your career until you approach retirement. Call 866-715-5959. Ask us anything!

Thank you for taking time to learn more about the Trinity Health Retirement Program.

Important Information

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

This information is intended to be educational and is not tailored to the investment needs of any specific investor.

Investing involves risk, including risk of loss.

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